Exhibit 4

NRC SENIOR LEVEL SERVICE (SLS) PAY BANDS

2004

Pay Ranges Per Annum Rates

| Range | Basic Pay | Locality Pay Wash. DC Area |
|---------|-----------|-------------------------------|
| Maximum | 136,900 | 145,600 |
| Minimum | 104,927 | 120,278 |

Pay rates for Senior Level Service pay bands and pay levels to be determined.